

AGENCY PROPOSAL FOR LIBERALIZED CIVIL SERVICE RETIREMENT

(Digest of Proposal Recommended by CIA Career Service Board)

1. Proposal

- a. Legislation should be enacted which would permit Agency Personnel who serve overseas to receive credit toward retirement on a full annuity at an earlier age than is provided for under the Civil Service Retirement Act, as amended.
- b. Within the general framework of the Act, personnel serving overseas should receive extra service credits as follows:
 - (1) An individual's age requirement for voluntary retirement would be reduced six months for each year of overseas service, and the age requirement would be reduced an additional two months for each year of such service at an unhealthful post.
 - (2) In computing years of creditable service for retirement purposes, an employee would receive a credit of one and one-half years for each year of overseas service and an additional credit of one-half year for each year of service at an unhealthful post.

2. Justification

- a. The CIA has instituted a professional career service which involves a requirement for serving where and when needed in the best interests of the Agency. Many overseas employees are frequently exposed to conditions differing markedly from those generally typical of Federal employment. They are required to serve under various cover restrictions, having an abnormal effect on living habits, and are likely targets of forces inimical to the U. S. This ever present hazard is intensified in time of war or localized civil disturbance. Moreover, certain personnel must serve at unhealthful posts in the course of their Agency careers.
- b. The overseas activities of many CIA employees require unusual combination of mental, physical and psychological characteristics which diminish in proportion to advancement in age. The problem is especially evident among employees who are engaged in such activities for extended periods. In order to provide for an infusion of younger personnel in the organization, accelerated retirement credits should be authorized to permit retirement of overseas personnel at an earlier age than is authorized by the Retirement Act.

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- c. Retirement on a full annuity is considered equitable since many retirees will suffer financial hardships in converting to other employment, due to their specialized activities and the security limitations imposed upon their disclosure of information concerning such work.
- d. The request for legislation is consistent with precedents established by Congress in authorizing liberalized retirement for groups with similar requirements, for example, Foreign Service personnel and employees engaged in the investigation and apprehension of criminals. In this regard, the Agency's proposals for retirement are more liberal than that authorized by the Retirement Act but less liberal than the retirement plans of the Foreign Service and military services. Retirement at a very early age would almost certainly be excluded since Agency personnel serve only a portion of their time overseas and accelerated credit would be granted only for such periods.

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